BOOTHAM
SCHOOL
AGES 3-18

WINNER 2024
INDEPENDENT SCHOOLS OF THE YEAR
·AWARDS·

Recruitment of

GOVERNOR

BOOTHAM SCHOOL, YORK

FROM SEPTEMBER XXXX

WELCOME FROM THE CLERK

Thank you for taking the time to consider applying for the role of Governor at Bootham School.

Bootham is an extraordinary place – different from many independent schools in its relaxed, liberal ethos which nonetheless sees staff and students working purposefully with the highest academic ambitions.

The Quaker tradition underpins all we do, with simplicity, truth, equality, peace and sustainability as our core values. Students are urged to 'let their lives speak' – to take what they learn and give back to the community through our Social Action programme.

Joining us at Bootham would see you become part of an exceptional board of Governors, all of whom are committed to the wellbeing of every member of our community, supporting and challenging them to be the best they can be in all aspects academic life.

The current political and financial climate is challenging for all independent schools and it is essential that Governors are adaptable to fresh ways of thinking and providing critical support and challenge to the senior leadership team in delivering the school strategy.

We are looking for applicants from all disciplines who have the ability to provide strategic insight but we would be particularly interested to hear from applicants who have a background in Property Development /Management or Legal Matters. We are also keen to hear from members of Quaker meeting houses or people who have knowledge and experience of Quaker organisations. The initial term of the role would be 4 years.

Melissa Askew

Clerk

ABOUT OUR SCHOOL

Founded by local Quakers in 1823 to educate their sons, Bootham is now a coeducational day and boarding school for students aged 3 – 19 in the centre of York. There are currently around 670 students at our junior and senior schools who, together with over 200 teaching and support staff, make up the Bootham Community.

The senior school is housed on Bootham, very close to the ancient city walls and Bootham Bar, a stone's throw from the Minster. Buildings range from elegant eighteenth and nineteenth century town houses along Bootham, to a stunning new Arts Centre opened in 2014. At the heart of the school – geographically and spiritually – is the award winning 'brutalist' 1960s meeting hall, where we meet for Quaker worship at least three times per week. Although a prime city centre site, the grounds are extensive and the overall impression created is one of space, calm and style; an oasis from the city outside.

The junior school is on a separate site nearby, having moved into purpose-built premises in 2002.

Approximately 90 students currently live in our three boarding houses, and comprise full, flexi and occasional boarders from at least 14 nationalities. While boarders are fully integrated into the daily pastoral structures of the school, the fact that we are a boarding school shapes the pace, structure and many of the priorities of the school's life. Boarding adds a richness and diversity to the community from which we all benefit.

Bootham is part of a community of nine Quaker schools in the United Kingdom and Ireland and many more worldwide. The schools in the British Isles collaborate together closely in a number of ways.

BOOTHAM AIMS AND VALUES

In pursuing our vision and in seeking to promote the purpose of a Bootham Education we set ourselves the following aims:

- To continue to grow and further develop a thriving community that reflects Quaker principles and practices, helping each individual to grow to recognise and develop 'that of God' in themselves and in other people
- To help all students to become the best person that each can be and to achieve the best of which each is capable ·
- To promote habits of hard work, self-regulating and the meeting of high standards of personal conduct in all aspects of work and relationships. We aim to develop our students into genuinely good people who are reflective, who seek truth and light, and whose lives speak with integrity of positive, pro-social values ·
- To promote kindness, a questioning spirit, humility, and a deep sense of social responsibility, as well as both the courage and confidence to speak up, and to work to build a better world
- As staff and Governors, to model to our young people the qualities and values that we aspire for them to hold, and to do so with patience but in the expectation of high standards, seeking for – and helping them to seek for – 'that of God' within them
- As an employer, to provide a stimulating, fair and supportive working environment in which all employees understand the role they play in building a better world and know that they are valued for playing it

At Bootham School we value particularly an approach to our community from all who work and learn here which:

- looks for, responds to and works hard to draw out 'that of God' in others and in themselves
- seeks to make a positive contribution to the Bootham community and shows respect for its Quaker values, practices and heritage
- speaks with integrity of a straightforward, kind, caring and unquestioningly respectful approach to others
- is wholehearted, demonstrating commitment both to being the best that they can be and to the hard work needed in rising to the challenge of high standards and high expectations
- speaks truth, placing honesty in all things as a priority and is able to resolve conflict peacefully
- is ambitious to improve the world for others – near and far – in whatever ways they can.

DUTIES AND EXPECTATIONS OF A GOVERNOR

- Set a clear vision and strategic plan for the school and ensure the necessary structures are in place to deliver those as part of the strategic management of the school
- Ensure that the fundamental values and guiding principles of the School are articulated, reflected and understood throughout the School
- Agree the method for measuring objectively the progress of the School in relation to its strategic plan
- Ensure that the school complies with all legal and statutory requirements
- Ensure robust and assured procedures, training and proper oversight are in place to ensure that everyone who comes into contact with the School is safe, in particular pupils, employees, staff, contractors and volunteers
- Act as guardians of the School's assets, both tangible and intangible, taking all due care over their security, deployment and proper application
- Appoint the Head, set their terms and conditions and ensure that, as with all staff, the Head receives regular, constructive feedback on their professional performance

A full Governors' Meeting is held once a term and Governors are also expected to sit on at least one other sub-Committee which meet once a term (Finance and Resources, Governance and Compliance, Education, Health and Safety and Pastoral, Boarding and Safeguarding, Marketing and Fundraising). Governors must be prepared to attend as many meetings and school events as possible.

Governors must be prepared to commit sufficient time to visit the school and to study background papers for meetings. E-learning courses will need to completed alongside regular safeguarding update training.

PERSONAL SPECIFICATION

- Commitment and dedication to upholding the school's Quaker ethos and aims to promote the best possible outcomes for students, including their safeguarding and welfare

- Willingness to understand and follow the principles of the Quaker Business Method in meetings

- Good understanding of the environment in which the school is operating and wider educational policy

- Capable of sound judgement and diplomacy

- Ability to challenge and support and to be a critical friend to the senior leadership team

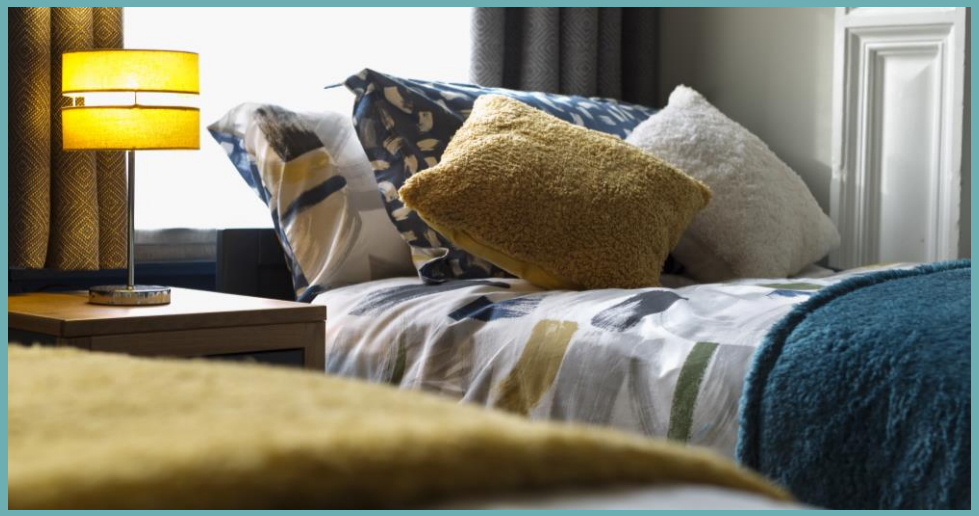
- Desirable to have experience in a similar role or board level experience

- Ability to handle sensitive information securely and with complete confidentiality

- Ability to listen and consider opinions of other Governors, even if you do not necessarily agree with them

WHAT YOU CAN EXPECT FROM US

- Comprehensive induction programme and welcome to the school
- Opportunity to join a dynamic school environment working alongside committed colleagues from a variety of professional backgrounds
- Mentor Governor in first year in role
- Full support in role including comprehensive meeting packs
- Access to AGBIS governance materials
- Opportunity to attend Governor training courses
- Opportunity to attend concerts, performances and sporting events
- School meals before Governor meetings
- Reimbursement of reasonable travel expenses



THE APPLICATION PROCESS AND TIMETABLE

Please see the 'Instructions for Completing the Application Form' and our Safer Recruitment Policy for more information regarding our processes https://www.boothamschool.com/vacancies/

Application should be made through My New Term- https://mynewterm.com/jobs/121722/EDV-2026-BS-36869

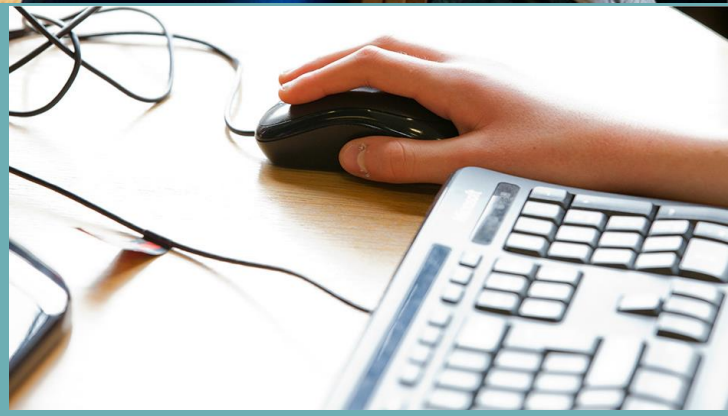
Closing date for applications:
9:00 am on 18 May 2026

For further information regarding the recruitment process contact Alison Paterson, HR Manager – alison.paterson@boothamschool.com

+44 (0)1904 683745

To find out more about Bootham School please visit our website at: www.boothamschool.com

Bootham is committed to safeguarding and promoting the welfare of children and young people and any offer of employment is subject to an Enhanced Disclosure check (DBS) and other satisfactory safeguarding checks including references and social media checks.



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